



WELCOME TO
ALL SAINTS EPISCOPAL CHURCH

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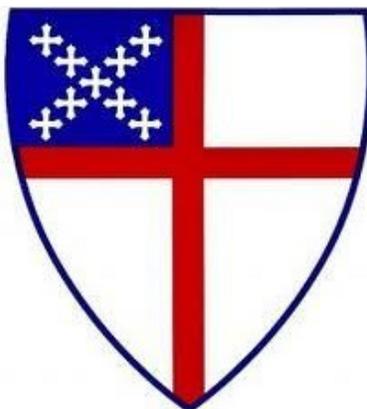
DIOCESE OF SOUTHEAST FLORIDA

NO MATTER WHO YOU ARE, OR WHERE YOU ARE ON YOUR SPIRITUAL JOURNEY,
YOU ARE WELCOME HERE AT ALL SAINTS.

THE REVEREND LESLIE J. HAGUE, RECTOR • LESLIE@ALLSAINTSFL.ORG

ALL SAINTS EPISCOPAL CHURCH
2018 ANNUAL REPORT TO
THE PARISH

SUNDAY, JANUARY 28, 2018



ALL SAINTS EPISCOPAL CHURCH
2018 ANNUAL PARISH MEETING
Sunday, January 28, 2018
Holy Eucharist at 9:00 AM with Annual Meeting

1. Opening Prayer: *The Rev. Leslie J. Hague*
2. Call to Order and Remarks: *The Rev. Leslie J. Hague*
3. Approval of January 29, 2017 Minutes ASEC Annual Parish Meeting
4. Clarification of eligibility for voice and vote: *The Rev. Leslie J. Hague*
 - Full-Member Registered as confirmed member in good standing
 - 16+ years of age
 - Contributions of Record in 2017 and/or Recorded 2018 Pledge
 - Elector must be present to vote; no proxies will be accepted
 - Electors must have registered and received a voting package prior to the start of the meeting;
registration is in the Narthex before the 9:00AM service and during the break after communion
and the meeting being called to order..
5. Appointment and Approval of Recording Secretary for Annual Meeting and Election of Officials
6. Approval of Election Protocol: *The Rev. Leslie J. Hague*
 - Proposed Election Procedure as follows:
 - Nominees for office presented as a slate. There are 4 three year terms and 1 unexpired two year term to be elected.
 - Call for nominations from floor.
 - Nominations from floor must be made from those eligible for voice and vote.
 - Nominations from floor must have consent of their nominee and nominee must be present.
 - If there are qualified nominations from the floor electors will be instructed to add those names of those nominated to their ballot.
 - If there are no nominations from the floor, election will be by acclamation.
 - If there are nominations from the floor, voting will be taken by paper ballot, to be distributed to electors at time of voting.
 - An election will occur when five nominees receive the majority; i.e., more than 50% of the vote. If less than five are elected on the first ballot the voting will continue as follows:
 - On the second ballot, the names of any members elected on the first ballot will be removed, and the number of votes to cast on the second ballot will be reduced to the number of open positions.
 - The third ballot will follow the same procedure as the second ballot, except that on the third ballot, the nominee receiving the lowest number of votes on the second ballot will be removed from the list.
 - Subsequent ballots will follow the same procedure as for the third ballot.
7. Rector's motion to approve Election Protocol: *The Rev. Leslie J. Hague*
8. Call for nominations from the floor: *The Rev. Leslie J. Hague*
9. Call for vote: *The Rev. Leslie J. Hague*

10. Recognition of retiring 2017 Vestry and continuing Vestry members: *The Rev. Leslie J. Hague*

11. Financial Reports:

2017 Profit and Loss Statement and Balance Sheet : *Alyson Hardin*

2018 Operating Budget: *Alyson Hardin*

2018 Stewardship Pledge Campaign status report: *Michael Gouge*

Permanent Endowment Trustee's & Legacy Society report: *Bob Daugherty*

Buildings and Grounds Report: *Terry Colli*

Outreach and Hope South Florida: *The Rev. Leslie J. Hague*

Organ Committee Report: *Jim Demarest*

12. Senior Warden's Report: *Jack Gillis*

13. Rector's Report: *The Rev. Leslie J. Hague*

14. Announce election results (and re-ballot if necessary): *The Rev. Leslie J. Hague*

13. Closing remarks by Rector: *The Rev. Leslie J. Hague*

14. Conclusion of Formal Meeting and call for adjournment

The Blessing

Concluding Hymn

The Dismissal

MINUTES OF ANNUAL PARISH MEETING
All Saints Episcopal Church
Sunday, January 29, 2017

Opening Prayer, Call to Order and Opening Remarks

Then Annual meeting was convened at 12:08 in the nave of All Saints Church by the Rev. Leslie Hague, rector. The meeting is the 104th annual meeting of the parish.

The rector, the Rev. Leslie Hague, opened the meeting with prayer and called the meeting to order. She first appointed, by motion of Ken Pope and Greg Moore and passed unanimously, the middle class of the Vestry (Gillis, Hop, Peters and Dean) to be tellers and counters.

Approval of Minutes of the 2016 Annual Meeting, Voting Eligibility

Brian Gisclair-Sullivan moved and John Wolf seconded that the minutes of the 2016 Annual Meeting be approved; the motion carried.

The rector delineated the canonical requirements for those who are eligible to vote at the Annual Meeting, as well as the procedures for voting. By motion of Bob Adams and Chuck Dinsmore, the procedure was approved by those attending.

Elections

The rector announced the candidates for vestry (Mr. Terri Colli, Ms. Deb Greene, Mr. Alex McCrosen, Mr. Lynn McLaughlin, Ms. Yvonne Meyerson, Mr. Greg Moore, Mr. Pete Nissen, Ms. Liz Hallford Ward), for delegate to Diocesan Convention (Ms. Kathy Friend, Mr. Bill Peters), for alternate to Convention (Ms. Kathy Friend, Ms. Lou Strennen) and for the Endowment Board of Trustees (Mr. Bob Daugherty, Ms. Kathy Friend). Since there had been no biographies published for delegates to Convention, alternates to Convention and Board of Trustees, the rector asked them to offer verbal biographies; she then asked for nominations from the floor and, there being none, by motion of Carol Nissen and Bob Adams, the nominations were closed. Ballots were distributed to those eligible to vote; ballots were collected; and the tellers were dismissed to count votes.

Recognition of retiring vestry members

Mother Leslie acknowledged the outgoing members of the vestry (Susan King, Jeanann Testyon, Carol Nissen, Dan Hitchens) and presented them with gifts.

Financial reports

Alyson Hardin, treasurer, reviewed the year-end financial report for the parish, noting that we were just a bit short on pledged collections. She responded to questions from the floor. She also spoke to the 2017 budget approved by the Vestry at its last meeting, explaining that this was a faith- and program-based and driven budget. She responded to questions from the floor, about audit numbers and about our loan from the Diocese. Regarding the loan, she said that All Saints would be presenting a repayment plan to the Diocese in June of 2017.

Stewardship Committee

Walter Sherman spoke for the committee and referred people to the written report in the Annual Report and also noted that the members of the committee would be speaking with people who had pledged in 2016 but had not pledged in 2017. He announced that if anyone present had not completed and submitted a pledge card that he would distribute those from the front after the meeting.

Capital Campaign

Michael Gouge reported on the results of the campaign. There was vigorous discussion about paying off the Diocesan loan and what are our current plans for that. Some discussion centered on how (or if) we can pull money from the endowment to pay that off, but several people spoke to how it would be illegal to do that under State and Federal laws – not to mention the provisions of the endowment document.

The Endowment

Mr. Frank Helsom first recognized the members of the Endowment Committee (Mr. Tim Greene, Mr. John Kirk, Mr. Jack Gillis, Ms. Susan King). He then explained that we had changed investment companies (to better-producing ones) and that 25% of our 2017 budget was coming from the endowment. He thanked contributors to the endowment and members of the Legacy Society.

First Ballot results

Mother Leslie interrupted the Order of Business to announce the first ballot results and to call for a second ballot. Elected on this first ballot to the vestry were Mr. Alex McCroson, Mr. Lynn McLaughlin and Mr. Greg Moore. A run-off ballot between Ms. Deb Greene and Mr. Terri Colli would decide the fourth position. Mr. Bill Peters was elected delegate to Diocesan Convention; Ms. Kathy Friend and Ms. Lou Strennen were elected alternates to Convention; and Mr. Bob Daugherty was elected to the Endowment Committee. Ballots were distributed (and collected) for the run-off election for the remaining vestry seat.

Buildings and Grounds

Mr. Dan Hitchens, outgoing Junior Warden, reviewed projects that were completed during the past year. He announced that excavations for the tiebacks on the seawall were to begin on the following day. He recognized the many people who had helped during the past year.

Outreach

Mr. Joe Dietz highlighted the many projects that are outlined on his written report.

The Rector's Report

Mother Leslie's report was brief, in part because she has been here but three months thus far. She emphasized the motif of hope. She thanked the several clergy who had been of so much assistance to her thus far, she thanked Carol Nissen and Daniel Copher and the vestry. She requested that people continue to wear name tags.

The Senior Warden's Report

Carol Nissen spoke briefly to say that she was humbled to have been in this position for the past year.

Election results of the second ballot

The rector announced that Mr. Terry Colli had been elected to the fourth seat on the vestry.

Closing remarks

Mother Leslie remarked how happy she is to be among us

Carol Nissen moved and Lane Hop seconded the motion to adjourn. The meeting was adjourned at 1:21

2018 ANNUAL MEETING AND ELECTIONS

The Annual Meeting of All Saints Episcopal Church
Fort Lauderdale, FL
January 28, 2018

On the agenda will be the election of a vestry class of 2020, election of the Delegates to the Convention, election of the Endowment Board of Trustee (one member), presentation of the Annual Financial Reports, Transition Report, Endowment Report and other information of interest.

From the Constitution and Canons of the Episcopal Diocese of Southeast Florida;
CANON XIV Of Wardens, Vestry, and Electors:

ANNUAL MEETING OF ELECTORS

Section 1. In every congregation of this diocese there shall be an annual meeting of the electors. This meeting shall convene within sixty (60) days before or on, the thirty-first (31st) day of January. The congregation shall be placed on notice of the impending meeting no less than the fifteenth (15th) day before the meeting is scheduled. In the absence of the rector of the congregation, the senior warden shall preside over the meeting.

ELECTION OF A VESTRY

Section 2. At the annual meeting there shall be the election of a vestry by ballot of the electors present, provided there is a quorum of electors as set forth in the congregation's charter or by-laws. The vestry shall consist of no fewer than five (5) members and may number as many as may be fixed by the charter of the congregation. Those elected shall continue in office until their successors are elected and qualified. Nominations may be submitted to an appointed committee prior to the meeting and also may be made from the floor. No person may cast the ballot of an elector who is not present.

MAJORITY VOTE, WARDENS, TERMS

Section 3. In such election a majority of votes shall decide the choice of the persons so chosen. One shall be appointed senior warden by the rector and one shall be elected by the vestry to serve as junior warden. Nothing contained herein shall prevent a congregation from establishing terms of office from one to three years, provided the terms of at least one third of the members of the vestry shall expire each year. No member of a vestry shall be eligible for re-election until at least one year shall have elapsed since the last previous service.

QUALIFICATIONS OF ELECTORS ENTITLED TO VOICE AND VOTE

An elector is one who is:

1. Communicant [active] member(s) of the Parish who are at least sixteen (16) years of age.
2. Pledging (2017) members of record to the Parish or members who have made stated contributions of record to the Parish [within the past twelve (12) months].
3. Parishioners who are regular in their attendance at services.

Electors will be required to register and receive their ballot¹ prior to the call to order of the annual meeting. Registration tables will be located in the Narthex. Determination of qualification will be made based on the official membership and contribution records of the parish. Only qualified electors will receive a ballot.

ELECTIONS

A slate of qualified candidates has been prepared from nominations submitted to the vestry during December. Qualified Electors may also make nominations from the floor of the meeting. Persons nominated

¹ Voters will be given a voting voucher during the registration process. These vouchers will be exchanged for ballots at the 'Call for the Vote' by the Rector.

from the floor must be present and acknowledge their willingness to be considered a candidate. Electors will be directed to write the new nominee(s)' name on the ballot.

Nominations from the floor, by Voting Members of the Parish, shall be in order for all elected positions. The Parish Administrator shall ensure that nominated candidates meet the necessary requirements. Any nomination from the floor must be seconded by two voting Members of the Parish. Any person nominated from the floor for any Parish position must agree in writing to the statement: "I understand the responsibilities of the position of vestry person of All Saints' Parish and agree to have my name placed in nomination." Nominees will not be allowed to make personal statements during the annual meeting.

Balloting shall continue until the five (5) vacancies are filled by majority vote (>50% of the votes cast). Ballots must include votes for exactly five (5) candidates. Those ballots having less than 5 or greater than 5 votes will be considered void and not counted. If less than five of the candidates receive a majority vote, then additional rounds of voting will be conducted between those not receiving a majority until there are five candidates receiving a majority. The same process will be followed for the other categories.

Counters for the balloting process have been selected by the Vestry and are: Bob Adams, Michael Gouge, Jack Landers, and Rick Vaughan. Jim Gross will serve as observer. No persons other than the counters and the support staff will be allowed in the counting room without the unanimous consent of the counters and the Sr. Warden.

No person may cast the ballot of an Elector who is not present. Balloting shall only be done at the Annual Meeting.

Announcement of the newly elected Vestry members, delegates to the Diocesan Convention, and Trustees of the Permanent Endowment Fund shall be made prior to the adjournment of the Annual Meeting.

A short biography from each of the candidates nominated for election for the vestry class of 2020 is included in the Sunday bulletin and in this program. Five vestry positions are to be filled in this election along with one delegate and one alternate delegate to the convention (2 year term).

ALL SAINTS EPISCOPAL CHURCH PEREMANENT ENDOWMENT FUND REPORT FOR 2018

There were several important events during 2017 that had a significant impact on the All Saints' Permanent Endowment Fund and will position it to make an even more important contribution to the Church in the future. First, the value of the Permanent Endowment Fund at December 31, 2017 totaled \$3.67 million, the highest in it's history. This level was achieved by the strong financial markets during the year and above average investment performance by our manager. Although we did not receive any gifts in 2017, we have been notified that All Saints is a beneficiary in at least one estate currently in probate.

The second important event during 2017 was that the Permanent Endowment Fund contributed \$111,358 (of which \$6,900 went to Jubilee Outreach) to the operating budget of the Church. This represented about 16.5% of our total income. It is estimated that the Permanent Endowment Fund will contribute about the same amount to our operating budget for 2018.

The third major event during 2017 was the consolidation of all the assets under a single investment manager, the Episcopal Church Foundation. In 2014 we hired Morgan Stanley and the ECF as investment managers, each managing half of the assets. It became apparent that both were doing a good job, but Morgan Stanley could not provide the accounting services on certain double restricted funds donated, but ECF could provide that service. Therefore, we terminated the relationship with Morgan Stanley in May and consolidated all of the assets with ECF. Equally important, the investment performance of ECF since 2014 has been excellent.

Finally, the Trustees of the Permanent Endowment Fund have accepted responsibility from the Vestry for the oversight of the management of the assets of the Special Organ Fund. Although these assets are not part of the Permanent Endowment Fund, they will be managed by the Episcopal Church Foundation.

During the past couple of years, the Trustees have had a number of conversations about the long term purpose of the Permanent Endowment Fund. In the earlier days, the annual distribution of 5% of the Fund's value was used for specific activities that the operating budget could not afford to support. In recent years, the Vestry found it necessary to use the annual distribution (except for a specific amount annually dedicated to Jubilee Outreach) to supplement the Church's operating budget. The Trustees hope that we can once again return to a position where the annual distribution from the Permanent Endowment Fund can be used to fund important projects that will enhance our success in achieving our long term mission.

I would like to thank the independent Trustees, Bob Daugherty and Tim Greene, the Vestry Representatives, Mother Leslie, Jack Gillis and Greg Moore, and Treasurer, Alyson Hardin for their time and commitment to insure that the Permanent Endowment Fund is managed effectively and continues to contribute to the success of All Saints Episcopal Church.

Respectively submitted
Frank Helsom

ALL SAINTS EPISCOPAL CHURCH

TREASURER'S REPORT

I. 2017 Financial Results

We began 2017 with a projected 70K deficit in operations, but ended the year with a net positive result, thanks to some specific windfalls and structural changes.

The revenue side in particular was impacted by one-time events:

- Recognition of previously accumulated funds as income (20K)
- Prepayment of 2018 pledges in December 2017 (estimated 28K)
- Larger than anticipated plate collections (23K)

Tax law changes that reduce the utility of the charitable deduction going forward likely drove parishioners to prepay their 2018 pledges; as we operate on a cash basis, this is a boon to the 2017 results as well as our current cash position, but it is not a recurring event. The source of the higher plate collected is less clear. The tax change may also have been relevant for this line in November and December, but we saw the positive variance throughout the year, possibly due to the advent of a permanent Rector. There is a certain amount of play in the pledge/plate numbers from year to year as parishioners may choose not to pledge but make regular contributions to the plate and vice versa; we always know what our pledges are, but plate is harder to predict.

We saw several structural changes in operating expenses:

- During the year, we paid down the loan owed to the Diocese by 121K. We make \$500 monthly principal payments out of operations, but this year we made payments with capital campaign funds and from unrestricted bequests. These additional payments did not flow through the operating statement, but the consequent lower interest expense did, and in 2017 meant a savings of 5K versus the amount budgeted.
- With the cooperation of the Diocese, we modified our property insurance policy (hurricane deductible, "all other" deductible, umbrella coverage); the result for 2017 was a savings of more than 30K. This result will persist going forward, although we will see inflationary increases in the annual premium.
- In 2016, All Saints received a major bequest from Marjorie and Jane Herrick dedicated to the maintenance and improvement of physical plant, equipment and grounds. In 2017 we began realizing an annual income stream from the Herrick Fund. Given the requisites of fund accounting, this amount does not flow through the traditional operating statement, however it impacts the operating statement by freeing up cash that would otherwise be absorbed by maintenance of our buildings and grounds. The Herrick Project & Maintenance Account received 46m from the Herrick Fund in 2017, and the projected draw for 2018 is 61K.

There were other positive expense results in 2017 that will not repeat in 2018:

- An open staff position for part of the year (15K savings)
- Two months' assessment forgiveness by the Diocese following Hurricane Irma (12K);
- Savings in both the Program Expense and Music Program categories (15K)

II. Balance Sheet and Endowment

For 2017, the Vestry approved the following draws from endowment funds:

General Endowment	112K
Herrick Fund	46K

The draw from the General Endowment was 5% of the average year-end balance for the prior 3 years (2014-2106). This formula has been applied consistently over time, although the Vestry can change the draw percentage, up to a maximum of 5%. Of this draw, 6.2% goes to the Jubilee Outreach Fund, and 93.8% to Operations.

The 2017 draw against the Herrick Fund represented 5% of the 12/31/2016 fund balance; in subsequent years we will calculate the draw percentage against a rolling average as we do for the General Endowment draw.

The endowment balance grew by 8%, from \$3.4 million at 12/31/2016 to almost \$3.67 million at 12/31/2017, including the \$1.25 million Herrick Fund and \$2.42 million General Endowment. The increase is net of the total 158K drawn, the result of positive performance in the financial markets and effective management by our advisors. Both draws will increase for 2018, as the Vestry again approved a 5% withdrawal rate. Net of the commitment to Jubilee, we will see 108K flow through the operating statement from the General Endowment. Gifts restricted to a specific purpose are credited to designated accounts; accordingly, the Jubilee funds (7K in 2018) and the Herrick draw (61K in 2018) will not flow through the operating statement.

The 12/31/2017 Diocesan loan balance of 108K compares to a prior year balance owed of 229K. In its December 2017 meeting, the Vestry approved an additional payment of 30K from Capital Campaign funds; the payment was made in January 2018, thus the current balance owed is 78K. With the cooperation of the Diocese, we plan to convert any remaining balance to a 15-year or shorter amortization schedule in or around July of 2018, however it is our hope to pay off the loan in its entirety well before then.

The Designated/Restricted Accounts line represents the total balance of funds restricted to a specific purpose. Among the most familiar of these are accounts "owned" by ECW, Altar Guild, TRUE Fund, Rector's Discretionary Fund, Friends of Music and the Organ Upgrade fund. Year-end balances include the Capital Campaign (370K), the Herrick Project and Maintenance Fund (10K), and the account that holds our accumulated unrestricted bequests or "reserves" (113K).

III. 2018 Budget

Operations for 2018 are again projected to result in a deficit, in excess of 90K. Although our high operating leverage (what it costs to "open the doors") has been slightly alleviated with the support from the Herrick Fund, we are making the staff increases and program expansions that we should, while working to grow the pledge and plate. Accordingly, the budget shows increases we are choosing to make in staff, software, programs and music; it also shows typical increases in the fixed expenses (office, utilities, etc.) that are more difficult to control.

Several items to note with respect to the deficit:

- Of the 90K, some 15K can be attributed to a change in the way we are treating our annual fundraiser (Boat Parade) and outreach expenses; the funds collected will move to the "designated" side of our financials in order to preserve them for use in outreach. What would otherwise be income of 10m is thus excluded from the operating statement, but there is an expense of 5K to Outreach, in order to compensate for a timing difference; the boat parade occurs in December, but we need outreach funds all year.

- Continuing principal and interest payments on the loan to the Diocese total 8K; if we are able to pay off the loan early from other sources, the savings will impact the bottom line positively.
- Additional pledge commitments may yet be made; as of this report, there are a number of parishioners who made and fulfilled pledges in 2017 who have not turned in pledge cards for 2018. Any additional pledges will reduce the projected deficit dollar for dollar.

We are beginning the year with a cash balance of almost 80K, in part due to the prepayment of pledges discussed above. This will help offset the deficit, and indeed we are blessed with additional cash reserves in the event they are required. In the past, such reserves have assisted with the inevitable timing differences that occur between collections and payments. These cash reserves are the result of unrestricted bequests received in 2016 and 2017 from several estates. It is our stated preference NOT to spend these lovingly bestowed bequests on regular operations, but to commit them among the Endowment, programs, or building reserves, in order to expand ministry or provide for future needs. Given the financial exigency of the past 24 months, the Vestry has, with the exception of a loan payment, opted to retain these reserves in idle, accessible accounts in order to protect our very tenuous operations. With flat pledge revenue, it will be difficult to deploy these reserves otherwise.

IV. Capital Campaign

As of December 2017, we have completed 20 months of the 36-month collection period for pledges that began in May of 2016 (some commitments were fulfilled prior to this date as several parishioners made gifts concurrently with signing pledge cards). Of the 471K committed in individual pledges, we have collected 282K, or 60%. This is a reasonable performance, as we are slightly ahead of the halfway point in the collection period. Most pledges were committed monthly, and are being fulfilled with regular credit card payments or bank drafts. There are currently 15 pledges against which no payments have been made; these represent a total commitment of 45K, or roughly one quarter of the uncollected pledge balance of 189K.

Total funds received to date are 558K, including several “unpledged” gifts, and 271K allocated from the 2016 Herrick Bequest. The largest use of funds to date, other than the cost of the campaign itself, is the amount paid toward the Diocesan loan, both from gifts specifically designated and Vestry allocations. With the finalization of costs for the seawall and related park restoration, slated to begin this spring, the Vestry and Rector can focus on apportioning the remaining 80K in collected funds and 189K in uncollected funds to various campaign goals.

ALL SAINTS EPISCOPAL CHURCH
Summary Operating Statement
With variance to budget
December 2017

	YTD: January - December 2017			
	2017 Actual	2017 Budget	\$ Variance	% Variance
Income				
Pledges	408,343	438,000	(29,657)	-7%
Plate Contributions	116,224	94,000	22,224	24%
Fundraisers	10,012	7,440	2,572	35%
Endowment Revenue	104,885	166,000	(61,115)	-37%
Building Use	14,545	10,500	4,045	39%
Other Income	20,680	-	20,680	100%
Total Income	674,689	715,940	(41,251)	-6%
Expense				0%
Payroll Expenses	368,666	382,468	(13,802)	-4%
Diocesan Loan P&I	13,338	17,062	(3,724)	-22%
Diocesan Assessment	59,630	71,700	(12,070)	-17%
Office Expenses	71,595	68,182	3,413	5%
Insurance	52,677	84,497	(31,820)	-38%
Physical Plant Expense	53,162	107,120	(53,959)	-50%
Program Ministry Expense	27,527	31,300	(3,773)	-12%
Music Program Expense	12,430	23,900	(11,470)	-48%
Total Expense	659,025	786,229	(127,204)	-16%
Net Income	15,664	(70,289)	85,953	-122%

ALL SAINTS EPISCOPAL CHURCH

Balance Sheet by Class

December 31, 2017

	<u>ASEC Operating</u>	<u>Endowment Fund</u>	<u>TOTAL</u>
ASSETS			
Current Assets			
Checking/Savings			
Operating Checking	79,253	0	79,253
Designated Checking	584,293	0	584,293
Endowment Fund	0	3,665,432	3,665,432
Total Checking/Savings	<u>663,546</u>	<u>3,665,432</u>	<u>4,328,978</u>
Other Current Assets	<u>23,697</u>	<u>0</u>	<u>23,697</u>
Total Current Assets	687,243	3,665,432	4,352,675
Fixed Assets			
Plant & Facility	6,141,688	0	6,141,688
Real Estate	<u>1,000,000</u>	<u>0</u>	<u>1,000,000</u>
Total Fixed Assets	<u>7,141,688</u>	<u>0</u>	<u>7,141,688</u>
TOTAL ASSETS	<u>7,828,931</u>	<u>3,665,432</u>	<u>11,494,363</u>
LIABILITIES & EQUITY			
Diocesan Loan	108,080	0	108,080
Accounts Payable/Other	22,147	0	22,147
Designated / Restricted Accts	581,139	0	581,139
Equity	<u>7,117,565</u>	<u>3,665,432</u>	<u>10,782,997</u>
TOTAL LIABILITIES & EQUITY	<u>7,828,931</u>	<u>3,665,432</u>	<u>11,494,363</u>

ALL SAINTS EPISCOPAL CHURCH

2018 Operating Budget (with Variance to 2017)

Approved 01/23/2018

	2018	2017	VARIANCE	
	<u>BUDGET</u>	<u>ACTUAL</u>	<u>\$</u>	<u>%</u>
Income				
Pledges	401,000	408,343	(7,343)	-2%
Plate Contributions	116,000	116,224	(224)	0%
Fundraisers	-	10,012	(10,012)	-100%
Endowment Revenue	108,000	104,885	3,115	3%
Building Use	13,400	14,545	(1,145)	-8%
Other	-	20,679	(20,679)	-100%
Total Income	<u>638,400</u>	<u>674,689</u>	<u>(36,289)</u>	<u>-5%</u>
Expense				
Payroll Expenses	399,784	368,666	31,118	8%
Diocesan Loan P&I	8,160	13,338	(5,178)	-39%
Diocesan Assessment	68,607	59,630	8,977	15%
Office Expenses	79,135	71,595	7,540	11%
Insurance	51,934	52,678	(743)	-1%
Physical Plant Expense	62,455	53,162	9,293	17%
Program Ministry Expense	33,500	27,527	5,973	22%
Music Program	26,000	12,430	13,570	109%
Total Expense	<u>729,575</u>	<u>659,026</u>	<u>70,550</u>	<u>11%</u>
Net Income	<u>(91,175)</u>	<u>15,663</u>	<u>(106,838)</u>	<u>-682%</u>

ALL SAINTS EPISCOPAL CHURCH CAPITAL CAMPAIGN

All Saints Episcopal Church Capital Campaign Funds - as of December 31, 2017

Total Pledged	470,775	
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Received from Pledges	281,890	59.9% of pledged amount
Received from Gifts (non-pledged)	4,750	
Received from Bequests	270,965	
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Total Cash Received	557,605	
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Expenditures to date		
Diocesan Loan	92,600	
Consultant & campaign	76,728	
Facilities / Buildings & Grounds	39,735	
Seawall	13,100	
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Total	-	222,164
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Committed Capital Projects for 2018		
Seawall	225,000	
Diocesan Loan (Jan 2018)	30,000	
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Total		255,000
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Available for Capital Projects	80,441	

RECTOR'S REPORT

That we may be mutually encouraged by each other's faith, both yours and mine. Romans 1:12

Encourage is one of my favorite verbs. To give courage is essential to the work of the Gospel. Encourage is a verb of relationship, bringing us closer together in work and in faith. I am grateful of your encouragement of me, and I pray that you know how much I encourage all of you as you live out your life of faith.

The life of any Episcopal Church is first and foremost a life of common worship. Our Sunday morning worship has continued to be life-giving, and our attendance overall is trending upward. Baptisms and weddings have flourished, and we have celebrated the lives of our saints in funerals and memorial services. In addition to our 12:05PM Eucharist on Wednesdays, we added a lay-led service of Vespers at 6:30PM on Thursday evenings. I'm incredibly grateful to Gregg Geenty-Prudhomme for leading this wonderful liturgy each week.

We instituted some new liturgical traditions in the last year. Tenebrae, a service of darkness held on Wednesday in Holy Week, was a wonderful addition to our Holy Week and Easter worship. In addition to several Evensong services throughout the year, we added Advent Lessons & Carols which was very well-received. On the longest night, December 21, we held a Blue Christmas service especially for those who struggle with grief in the holiday season.

Christian Education for adults had three major programs this year: an Epiphany series on the Gospel of Matthew; a Lenten series, including Souper Suppers, on experiential prayer; and a fall series on the Reformation in commemoration of the 500th anniversary of Martin Luther's 95 theses.

Christian Education for children and youth is a major initiative for 2018. We have been seeking nursery care workers and a Christian Education director for children and youth. These efforts continue actively today. We have established space for a nursery and begun furnishing it.

Another staffing increase we anticipate for 2018 is a communications coordinator who will oversee not only our website and social media presence, but will also have PR experience for press releases and more traditional outlets for our evangelism.

Financially the news is one that is full of both abundant blessings and challenges. Our pledging for 2018 (it's not too late to make a pledge!) is substantially increased in amount and average pledge. This year we have paid \$130,000 toward the repayment of our diocesan loan, leaving us with approximately \$75,000 in balance. Our investments have done extremely well under our advisors at Episcopal Church Foundation and State Street. This increases the amount available from the endowment for expanded ministry. Challenges are the projected deficit in the 2018 budget driven by expanding programs and staff. The capital campaign has made it possible to begin our long-awaited seawall project after Easter. The newly created working group on financial communications will be hosting a church finance 101 education program in 2018.

So many other dynamic ministries are going on at All Saints! We are encouraged by our tremendous outreach ministry. I am extraordinarily grateful to Joe Deitz and Jeff Miller for their leadership for many years of this effort, especially Beds around the Altar. ECW has rekindled the wonderful book reviews and will host the New River Theater Company's reading of *You Can't Take It With You* on February 9. We are going to be reestablishing the foyer dinners in 2018, a ministry Katie and I personally loved as we were able to spend fellowship time as we got to know folks at All Saints. All Saints is a busy place, and that reflects the encouraging ministry going on here.

I am deeply thankful for the ministries of our priest associate, Fr. Carl Beasley, and Deacon Jon Owens, and it is a joy to be serving with them at All Saints. It is beyond encouraging to minister with these dedicated colleagues. Likewise, Fr. Dave Jenkins, our Pastor Emeritus, has been very helpful to me as a sounding board and providing insight and advice as I continue to settle into ministry here at All Saints. I could not do my ministry without the support of an astounding number of people. Senior Warden Jack Gillis and Junior Warden Terry Colli not only are effective advocates for the parish; they have been wonderfully supportive of me, both professionally and personally. I work with a tremendous group of people. My unending thanks go to the staff of All Saints who make my job one of joy and collaboration. Thank you Michael, Lou, Daniel, Jack, and Jaime!

RECTOR'S REPORT (CONT.)

In the wider community, I am active on a diocesan level and was one of the representatives chosen by our bishop to participate in Project Resource. I will once again attend the convention of the Consortium of Endowed Episcopal Parishes next month, and I participate quarterly in the non-profit breakfast at the Fort Lauderdale Chamber of Commerce.

On a personal level, I absolutely love my ministry here at All Saints! I am endlessly grateful to my wife, Katie Casteel, for encouraging me, for helping me to care for myself, and for building a life here in Florida with me. I maintain a strong support system throughout the country of family, friends, and clergy who enrich my life and ministry. My recent illness aside, I remain healthy and well in body and spirit. I'll be heading on retreat in Lent. Of course, a periodic trip to Walt Disney World is a fun part of self-care.

This annual report is full of life, reflecting the encouraging abundance at All Saints. If I gave all the thanks in my heart, this report would look like the parish directory. I encourage all of you to pray for one another in thanksgiving for our mutual ministry and our continued striving in the journey of faith on which God has placed us.

Blessings,

Leslie+

A REPORT FROM THE STEWARDSHIP COMMITTEE 2018

The Stewardship Committee began 2017 with the challenge of attempting to "catch up" on pledges due to a late start in 2016. We canvassed non-pledging members throughout the winter. These efforts extended into June as we continued to receive responses to our request for new or increased pledges to meet our basic operating needs.

At the same time, we began the process of transitioning away from viewing stewardship as an annual campaign and toward a "culture of stewardship", increasing the emphasis on what stewardship means in this parish beyond financial support. We arranged for a speaker on the third Sunday of each month to describe her or his personal story of stewardship as part of that effort. Thank you to each of you who shared your story.

We also agreed to expand our membership. In September Nadia Cwiach joined our effort committee. We began planning our 2017 pledge theme in the summer, and our "Generations of Generosity" program began on October 28th with a festive coffee hour hosted by the members of the committee.

As of January 18th, we have 152 pledges totaling \$401,004 compared to 153 pledges totaling \$386,427 for 2017. We still expect to receive additional pledges throughout the year as we follow up with members that usually pledge but have not yet done so, and receive pledges from new parishioners. The average pledge so far is \$2,638, an increase of about 4% over last year. Thank you for your generosity.

Of course, stewardship is about so much more than money. We are all called to give back a portion of what we have been given - our intellectual, physical, social and spiritual gifts, as well as our precious time. God's astounding abundance calls for a radical response! Your unique gift is integral to the vitality of All Saints. Please consider adding something more to your response to this year's stewardship program. Your participation in the work we do here is essential to our life together.

One final note - Kathy Dean has decided to retire from the Stewardship Committee. She has been an incredibly important contributor to our work, and will be sorely missed. She displays a deep and abiding love and commitment to the people of All Saints, and we thank her for sharing that with us on the Stewardship Committee. Please take a moment to thank her the next time you see her.

Yours faithfully,

Michael Gouge, Walter Sherman, and Nadia Cwiach

SENIOR WARDEN REPORT 2018

JACK GILLIS

I believe that I speak for many when I say that the past year at All Saints has been a blessing of wonderful gifts, events, surprises, opportunities and, most of all, *people*. We have certainly been blessed to have a pastoral, spiritual and very hands-on Rector, priest and friend join us in our journey forward.

Just to have been a member of your Vestry during the transition process with the culmination of choosing a new Rector was truly a blessing and a great time to have served. Under the guidance of Mother Leslie and by the efforts of many on the Vestry, much has been accomplished.

In 2017, your Vestry looked hard at the present and especially to the future. We listened to what the parishioners had voiced and communicated over the past few years. There was a genuine realization that transparency was one of the key themes and there were discussions and decisions to address this and other concerns coming from you, the people.

Rector's Forums were initiated and well attended. Parishioner participation was encouraging and refreshing. It was actually very frank, for the most part, which was a good thing. A Financial Communications Committee was formed, to look for ways to understand what you, the congregation needs and wants to know about. Finally, a Vestry Nominating and Annual Meeting Design Committee was created to prayerfully search for ways to prepare for the next incoming Vestry class and streamline the Annual Meeting process.

Other initiatives based on parishioner input were the creation of a new nursery and a Christian Education Coordinator position. The Vestry also paid down our diocesan loan, which was a key concern for many. An in-reach committee was created to look inwards to serve the needs of our parishioners.

Thanks to Alyson Hardin and Jim Gross, the Vestry was kept well informed on the financial situation, and ways were found to save money this past year.

All Saints continues to do many things very well, due to a faithful group of office staff and volunteers. I am very thankful for our Junior Warden, Terry Colli, who has served selflessly over the past year to make sure we are all comfortable each week and that our future building and grounds will be here, intact and ready for future congregations.

Our biggest blessing continues to be you, the people, who volunteer your time and donate your gifts to support All Saints and all of the ministries and foundations we serve. I thank all of you who loyally devote time and effort to make sure we continue to serve Christ and our community with the love and care that makes us who we are.

My sincere thanks to Mother Leslie and to all of you for your confidence in me and for the many kind words you have shared over the past year. I am grateful for all of you. Serving as your Senior Warden has been a genuine honor and very much a pleasure.

BUILD & GROUNDS REPORT 2018

We want to express our gratitude to those who have served on the Committee and those who have turned out to help with the maintenance of our building and its grounds. These include Jim Demarest, Joe Deitz, Jack Fitzgerald, Carol Hornblower, Dan Hitchens, Don Keith, Alex McCrosen, Lynn McLaughlin, Brian Ouellette, Vic Phillipotts, Jeanann Testyon, Randall Ward, Fred Weber. An additional round of thanks goes to our Becky's Garden Caretaker - Dan Dailey

Top Completed Projects in 2017:

1. Established a working group to review the seawall project (Mother Leslie, Pete Nissen, Barbara Price, Dan Hitchens). Based on its recommendations a contract has been signed with Pilings Plus to carry out necessary minor repairs and to raise the entire wall by 18 inches. The permitting process is underway and construction will begin after Easter and take approximately 6 months. \$225,000 has been allocated to this project.
2. Parish House inspected for termites and other pests with none found. All gutters and downspouts have been replaced and new fascia boards under the eaves repaired. The entire exterior of the house has been caulked where necessary and painted. Inside, a major plumbing clog in two of the bathrooms was repaired and a new vanity installed.
3. Leaks in the back wall of the main Church over the organ mechanism were a continuing problem finally resolved by the removal of 80 square feet of damaged stucco, the sealing of myriad cracks in the stucco on the entire wall, followed by application of a polymer coating and then repainting.
4. Hurricane Irma brought \$11,000 in damage with several trees uprooted and damage to the roof of the Church, Neaverson Chapel and the firewall cap between the flower room and the kitchen/storage area. All this has been repaired.
5. The 35 year old air conditioner serving Saint Luke's and the flower room has been replaced.
6. Created a nursery where the acolyte robing room was located. Moved the acolyte robing room to share with the flower room.
5. Replaced the shorted-out motherboard on the fire alarm system.
6. Resurfaced the flat roofs on either side of the front Sanctuary portico.
7. Eliminated one of the water meters to the Church resulting in a saving of approx. \$3,600/year.
8. Numerous plumbing repairs necessitated by maintaining a 68 year old building.

Building & Ground Operations Expenses in 2017: (2016)

Property Insurance \$53,000 (\$72,420)
Utilities (Water, Sewer, Electric) \$36,668 (\$31,400)
Building Repairs \$21,975 (\$10,000)
Equipment Repairs \$8,540 (\$5,500)
Cleaning Supplies \$2,100 (\$3,000)
Grounds Repairs \$3,800 (\$6,000)
Pest Control and Fire Alarm \$8,100 (\$6,030)
Landscaping \$7,700

Proposed Projects for 2018

1. Raise and recap Seawall
2. Replace 2-ten ton air conditioning systems serving the Sacristy. Both are nearing 35 years in age.
3. Resurface roof over the bell tower at the front of the Church, as well as repair or replace the roofs on each side of the tower covering the air handlers.
4. Work with a security firm to install security cameras at key points around the Church with monitoring.
5. Repaint the side of the bell tower discolored by the deteriorating roof as well as the firewall cap.

Thank you for all the support of the Congregation and our Volunteers. We are always looking for helping hands.

Respectfully,
Terry Colli, Junior Warden

ALL SAINTS OUTREACH REPORT 2018

All Saints has been very active in our outreach program this past year serving a selected number of organizations that have requested assistance. Many thanks to Jeff Miller and Joe Deitz (co-chairs of Outreach committee in 2017) and all of the many volunteers who gave of their time to serve on the committee.

BEDS AROUND THE ALTAR

Approximately four times a year, working with Hope South Florida, All Saints functions as an overflow emergency shelter for homeless families during a one-week period. In 2017, 19 volunteers provided dinners, 17 volunteers chaperoned, \$335 was donated to cover incidental expenses for our families and 570 volunteer hours were donated over the four weeks to support 17 families in this ministry. 2018 dates are the week of Feb 5, April 30, Sept 10, Nov 5. Look in the Sunday bulletins as these dates approach for more information on how to participate.

TRUE FUND

The TRUE Fund (Towards the Relief of Urgent Emergencies), provides emergency grants of up to \$100 for utility bills, emergency housing, children's clothing, medicine, medical and dental bills, etc. Recipients are screened by various local charitable agencies. There are still many needy families in our area that the T.R.U.E. Fund helps. Phyllis Barnes leads this ministry and receives 2-3 requests per day. Each person/family only receives one check per year. The most requests for assistance are for help with FPL power bills. The agencies that the T.R.U.E Fund supports has access for clients with eye care and dental exams. In 2017, you contributed almost \$9,000 toward this ministry. 100% of your dollars went to help 106 individuals in a time of true distress.

JUBILEE SOUP KITCHEN

The 2nd Annual Cabaret Evening at Larry Jackson's home to support the Walk for Hunger raised \$5,000.00. Jubilee Center purchased new tables and chairs for their dining area with this money. Each week, the food donation that is brought to ASEC is taken to Jubilee Soup Kitchen for distribution to needy families. Jubilee is also a recipient of distribution from the Jubilee Fund.

WALK 2 STOP HUNGER

All Saints packed a flatbed truck with 6 large boxes of canned goods for the annual walk in Hollywood. It was the largest walk to date with about 20 people walking from All Saints. All of the collected food was given to the Jubilee Soup Kitchen

ST LAURENCE CHAPEL

The overnight shelter housing up to 30 adults has started. The clients receive a snack Bag (PB&J sandwich, chips, piece of fruit, cookie and a bottle of water) on Mondays and Tuesdays. Wednesday - Friday the Holy Grill from St Nicholas Episcopal is at the chapel to serve a hot meal. The clients stay overnight and have a hot shower in the morning. All Saints offers support through the Jubilee Fund, Advent Underwear Drive and Bus Passes and periodic donation of lunch bags.

EMPTY PILL BOTTLE MINISTRY A special thanks to Roberta Helsom for the empty pill bottle collection. We have recycled countless pill bottles that can be used to help those in need.

DONATION OF READING GLASSES AND USED EYEGLASSES Over 425 pairs of old and used eyeglasses have been donated for distribution at Jubilee.

2017 HURRICANE RELIEF \$7,686 donated to Episcopal Charities

3 carloads of cleaning supplies and other items for the Keys

THANKSGIVING FOOD DRIVE All Saints collected 86 full brown shopping bags of food and donated \$ 460.00 in gift cards to buy turkeys.

UTO UPDATE - The UTO collected \$5,110.54 for 2017

ADVENT DRIVE - Undies for Sundays and diapers donated to Jubilee, St. Laurence and Hope House. Underwear is the most needed but least thought of item to donate.

Total - 1,198 pairs of Underwear
 968 diapers
 2,400 packs baby wipes
 170 pairs of socks donated

Bus Passes Purchased 61 bus passes (each is a 10-trip bus pass) - Jubilee, St. Laurence & ASEC.

2017 JUBILEE FUND DISTRIBUTION \$ 7,533
 (distributed equally among Jubilee Kitchen, St. Laurence, & Hope South Florida)

2017 ALL SAINTS BUDGET FOR OUTREACH	\$10,000 (budgeted)
True Fund	3,000
Good Friday Bus Tour	462
Undies	1,000
Bus Passes	600
Jubilee Dinner	1,620
Jubilee Golf Tournament	350
St. Laurence Bag Lunches	438
Ponchos	106
	\$ 7,576
Total distribution	

IN-REACH

A new ministry of In-Reach is set to start under the leadership of David Vanneman. Outreach will communicate with this group on a regular basis. Rector and Vestry should decide if In-Reach is included with Outreach as well as if a separate budget line will be established.

Casserole Ministry - Rick Vaughan was present to talk about this new in-reach ministry. A new large upright freezer was donated and is housed in the back of the River Room. When an emergency arises in a family, they call the designated person and they can be setup with meals for a few days to lessen the burden of cooking while still eating nutritiously. This can be very helpful to an individual or a family when they are dealing with a situation that uses up a large part of their day.

Missing in Action - Greg Moore reported that a group of members have begun calling parishioners if they haven't been in church after a few weeks. They can find out their current situation and see if there is a way All Saints can help. If you notice someone hasn't been in the pew a couple of weeks you can give their name to one of the callers and they will pursue it. The others in the group besides Greg are Clifton McCracken, Lynn McLaughlin and Jeanann Testyon

EPISCOPAL CHURCH WOMEN OF ALL SAINTS (ECW) 2018

The Episcopal Church Women of ASEC had a most productive year in 2017. It may not have been a bumper year for generating funds, however our main focus has been to bond and learn more about our diverse group. We began in April with a lunch at Lauderdale Yacht Club, honoring three remarkable women, Joan Van Ness, Phyllis Barnes and Lorraine Michels, who tirelessly administer the TRUE Fund and UTO. Were you aware both the UTO and TRUE Fund were started by Episcopal women?

This past year, ECW has donated to Bishop's Fund, and Hope House, plus sponsoring refreshments after a number of services. The ECW has also donated funds for the new nursery and staff, as well as contributing to scholarship funds. Our future plans are to modernize the items in the ECW Showcase, host more Book Reviews and sponsor events when needed.

2017 Year end account balances:

Showcase Account: \$2,024.88
 ECW Account: \$ 980.00

Respectfully submitted,
 Kerry Ross, ECW President

ALL SAINTS EPISCOPAL CHURCH

VESTRY NOMINATIONS FOR 2018

Deb Greene

Member of All Saints: 13 years

Employer: Broward County School Board, Sheridan Technical College, Dept. Chair/
Instructor: teaching English for speakers of other languages

Involvement: Deb was involved with the Summer Reading Program at St. Ambrose for 8 years. She has also been teaching our Journey to Faith Classes for the past few years as well.

Deb volunteers as a Lector for the 10:30 am service, and helping serve meals for Beds Around the Altar.

Vision for All Saints: I love All Saints and my hope is that with Mother Leslie we can continue to reach out to our community and do good things.



Yvonne Meyerson

Member of All Saints: 9 Years

Employer: St. Jude Children's Research Hospital, Philanthropic Advisor

Involvement: Yvonne has been very involved at All Saints for the past 9 years. She completed EfM in 2016. She was a member of the Rector Search Committee and has been a Sunday School teacher, a Pillars Coordinator for Welcome Ministry, Boat Parade Coordinator, Episcopal Church Women, and Stewardship Co-Chair, as well as a member of ECW

Vision: I am ready to

- help create welcoming environment for all ages, especially children and youth
- help develop Christian formation and education for all ages of our congregation
- help develop "Cooks who Care" supporting those in times of need to have meals cooked and delivered with love
- help create outreach work projects and pilgrimages with youth participation
- help create multi-generational fun days with kinetic activities



Paddy Phillipotts

Member of All Saints: 3 years

Employer: Worked as Receptionist/Admin support for over 2 years for the Town of Southwest Ranches. Left in October 2017 to seek new venues.

Involvement in All Saints: Rector Search Committee, Boat Parade, Coffee Hour, Foyers, ECW and is a Eucharist Minister.

Vision for All Saints: I always tell people that I want to make my time matter whether I am volunteering or working. Joining Vestry would fulfill my life mantra allowing me to become a more integral part in All Saints. This is my new church home and I am eager to serve my new church family in a diligent, long term manner.



Julie Price

Member of All Saints: 50 years

I have been a member of All Saints since October 1967, having been baptized at this church in December 1967.



Employer: I have been blessed to have spent my career at Arc Broward and recently celebrated my 31st anniversary. Arc Broward is our community's premiere organization supporting children and adults with disabilities. I hold the role of Chief Operating Officer where I lead the organization's 31 programs and 3 social enterprises in addition to a variety of administrative functions such as human resources and operations (facilities and transportation).

Involvement in All Saints: As a child, my siblings and I participated in youth group activities. My twin sister (Janet Wincko) and I were acolytes and were the first females to serve at our beautiful altar. As an adult, I taught Sunday school and Vacation Bible school when we had more robust children & youth programs. I also served on the Finance Committee for several years which allowed me to gain a more comprehensive and functional understanding of the church's budget and financial activities. And now, I proudly support my teenage daughter's participation as an acolyte and in various Diocesan youth activities.

Vision for All Saints: My vision for All Saints is to support and be a contributing part of us achieving our formal mission and ministry which states that "we are being called to transform our community in the image of Christ, made visible to all people, by the way we live our life in faith." We all should embrace the shared vision, mission and core values that have been so carefully contemplated and collectively work towards achieving these together. I welcome the opportunity to be part of this.

Liz Hallford Ward

Member of All Saints: 20 years

Employer: Real Estate Agent, Better Homes & Gardens Real Estate



Involvement: Liz has been a Eucharist Minister, Lector, Eucharistic Visitor, Past Vestry member (2 terms), Usher, Greeter Team Leader, Hospitality, Wedding Coordinator (2000-2014), Diocesan Executive Board 2007-2009, Parish Delegate to Diocese, served on and chaired various Stewardship Pledge Campaigns. Attended EfM for 2 1/2 years, organized Christmas carolers to our homebound for several years, served on 3 Outreach Committees, and also a Beds Around the Altar Volunteer.

Vision for All Saints: We do a lot of things really well at All Saints.... existing programs and ministries that we need to celebrate and continue to nurture. At the same time, I envision an expansion in two areas of our ministry and mission:

Develop a 5-year plan for a strong Christian Education program with a serious commitment to consistent offerings for all ages - from the cradle to the grave. I believe work has already begun on this. Let us embrace and support it...our present and our future. Outreach - Do what we're doing and expand our outreach program to offer regular, diverse opportunities for parishioners to experience and participate in hands-on outreach programs. Yes, financial contributions are absolutely necessary; but, nothing makes those checks easier to write than being a part of the 'doing'it has the amazing power to transform lives and hearts on both sides of the equation.



ALL SAINTS EPISCOPAL CHURCH

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 Fort Lauderdale, FL 33301
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 Fax: 954-467-2668
 Email: office@allsaintsfl.org



WORSHIP SERVICES

Sunday: 8:00 a.m., Holy Eucharist 10:30 a.m., Choral Holy Eucharist
 Wednesday: 12:05 p.m., Healing Eucharist, St. Luke’s Chapel
 Thursday: 6:30 p.m., Vespers (Evening Prayer), St. Luke’s Chapel

CLERGY

The Rev. Leslie J. Hague, x1103 leslie@allsaintsfl.org

ADJUNCT CLERGY

The Rev. David Jenkins, Ed.D., Pastor Emeritus
 The Rev. Carl H. Beasley, Priest Associate carl@allsaintsfl.org
 The Rev. Todd Hoover, Priest Associate
 The Rev. Jon Owens, Deacon jon@allsaintsfl.org

STAFF

Organist/Choirmaster – Daniel Copher, Ph.D., danielcopher@mac.com
 Administrator – Michael Lee, x1102 michael@allsaintsfl.org
 Assistant to the Rector – Lou Strennen, x1104 lou@allsaintsfl.org

ALL SAINTS VESTRY

Jack Gillis (2017) Senior Warden	Kathy Dean (2017)	Jack Landers (2018)
Terry Colli (2019) Junior Warden	Lane Hop (2017)	Rick Vaughan (2018)
Jim Lovegren Chancellor	Bill Peters (2017)	Lynn McLaughlin (2019)
Walter Sherman Clerk	Bob Adams (2018)	Greg Moore (2019)
Alyson Hardin Treasurer	Michael Gouge (2018)	Alec McCrosen (2019)

LAY LEADERSHIP

Youth Ministry – Yvonne Meyerson, tymeyer@aol.com
ECW (Episcopal Church Women) – Kerry Ross, Marge McClain
Endowment Board of Trustees – Bob Daugherty, Tim Greene, Jack Gillis, Frank Helsom
Convention Delegates – Liz Hallford Ward, Bill Peters **Alternates** – Kathy Friend, Lou Strennen